



# Australian Bureau of Statistics

## 6209.0 - Labour Mobility, Australia, February 2012

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## Summary

### Main Features

#### NOTES

#### REVISION OF 2012 DATA

**23/08/13** - The weighting process for the 2012 Labour Mobility Survey has been updated. Key revised estimates can be found in Table 1 of Labour Mobility, Australia, February 2013 (cat. no. 6209.0). Information about the impact of the updated weights can be found in Appendix 1 of Labour Mobility, Australia, February 2013 (cat. no. 6209.0).

From 30 August 2013 spreadsheets with the revised 2012 estimates will be attached to Labour Mobility, Australia, February 2013 (cat. no. 6209.0) - these spreadsheets should be used rather than the tables presented in the 2012 PDF.

#### ABOUT THIS PUBLICATION

This publication presents information about people aged 15 years and over who, within the 12 months to February 2012, either had a change of employer/business in their main job, or had some change in work with their current employer/business, for whom they had worked for one year or more.

The statistics in this publication were compiled from the Labour Mobility Survey, conducted throughout Australia in February 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

#### ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

#### INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Supplementary Survey Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.

# Conceptual Framework

## CONCEPTUAL FRAMEWORK

### LABOUR MOBILITY

The following diagram illustrates the conceptual framework for the 2012 Labour Mobility Survey. People aged 15 years and over were classified according to the duration of their employment with their employer/business at February 2012 into two key groups:

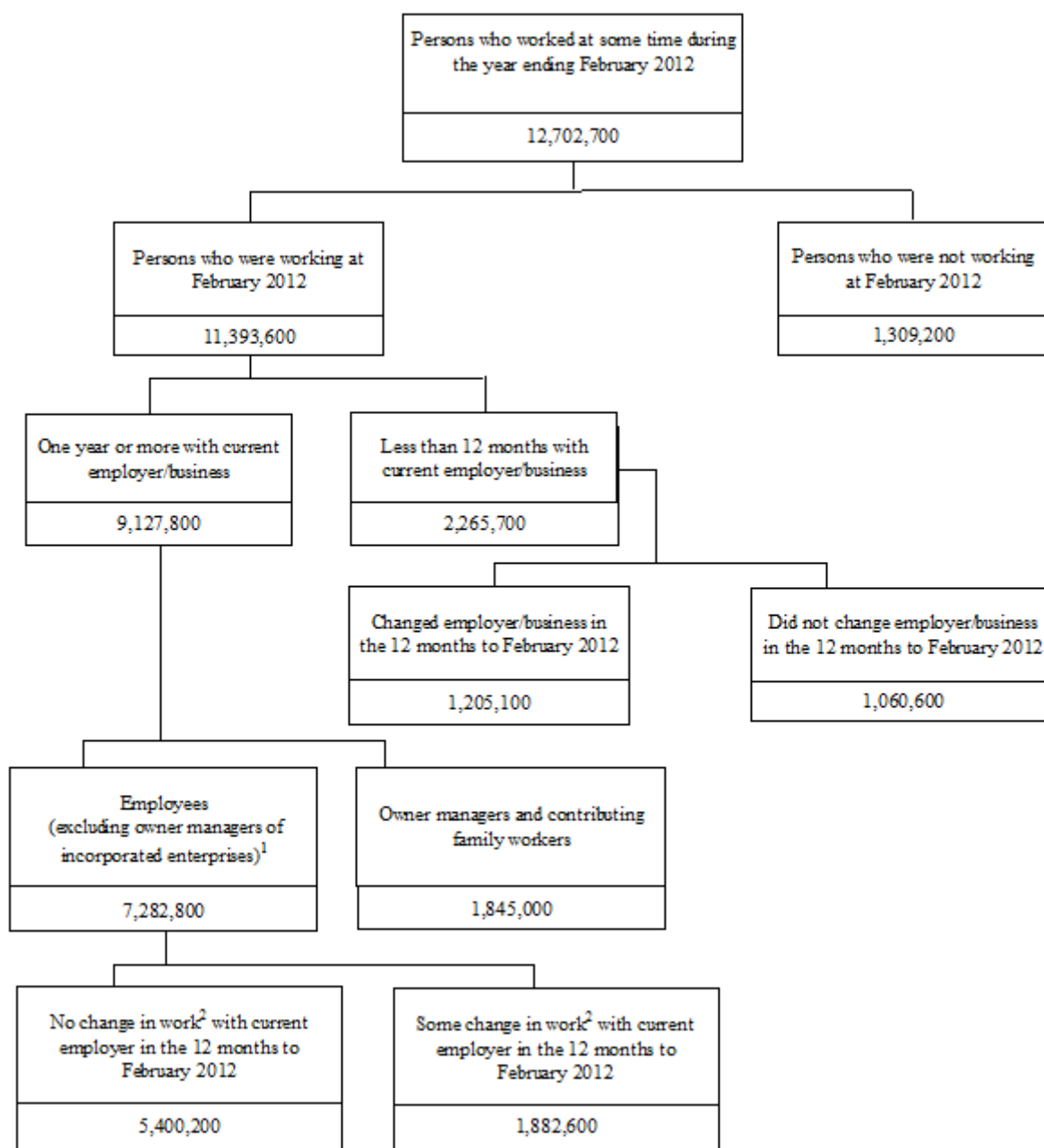
- those who had been with their current employer/business for less than 12 months;
- those who had been with their current employer/business for one year or more.

People who worked at February 2012, who had been with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, industry, usual hours worked, or employment type, between their last and current employer/business.

People who had not changed their employer/business in the 12 months ending February 2012, are comprised of those who were working with their employer/business at February 2012 for less than 12 months and reported they had not changed employer/business, and those who had worked with their employer/business at February 2012 for one year or more. Information about the latter group is presented separately.

Employees (excluding owner managers of incorporated enterprises)<sup>1</sup> who, at February 2012, had worked for their current employer/business for one year or more, were asked whether they had been promoted, transferred to a different position, changed occupation, or changed usual hours worked in the 12 months to February 2012. Employees (excluding owner managers of incorporated enterprises)<sup>1</sup> who reported any of these changes, were considered to have had some change in work in the 12 months to February 2012.

Information was also collected from people who were not working at February 2012 who ceased a job in the previous 12 months.



## END NOTES

1. Refer to the glossary definition 'Employment type' for further information.
2. Either promoted, transferred to a different position, changed usual hours worked or changed occupation. Refer to the glossary definition 'Change in work' for further information.

## Summary of Findings

### SUMMARY OF FINDINGS

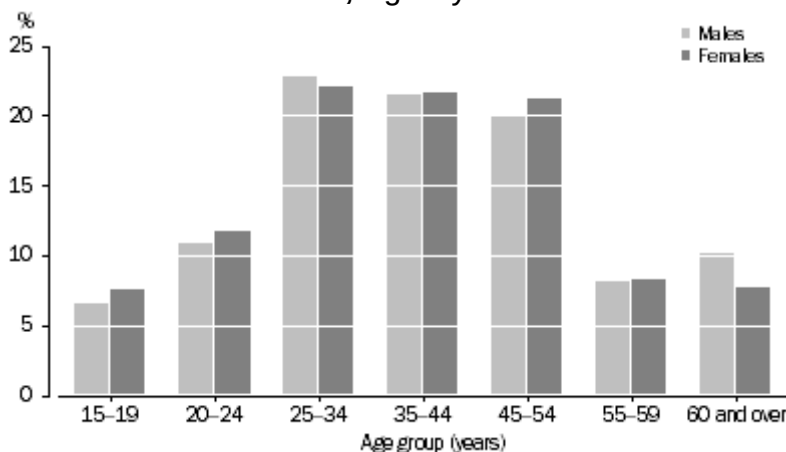
### OVERVIEW

An estimated 12.7 million persons aged 15 years and over had worked at some time during the year ending February 2012. Of these, 90% (11.4 million) were employed at February 2012, 5% were unemployed and a further 5% were not in the labour force. Of the 11.4 million persons who were working at February 2012, 80% (9.1 million) had been with their current employer/business for one year or more and 20% (2.3 million) had been with their current employer/business for less than 12 months. Other characteristics of persons who worked at some time during the year include:

- 54% (6.8 million) were males and 46% (5.9 million) were females;
- 18% were aged between 15 and 24 years, 65% were aged between 25 and 54 years and 17% were aged 55 years and over;
- 27% were born overseas; and
- 62% were married.

## PERSONS WHO WORKED AT SOME TIME DURING THE YEAR

### PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012, Age-By sex



The distribution of age groups, for persons who had worked at some time during the year ending February 2012, was similar for males and females. The most prevalent age groups being 25-34 years (representing 23% of males and 22% of females), 35-44 years (22% of both males and females) and 45-54 years (20% of males and 21% of females).

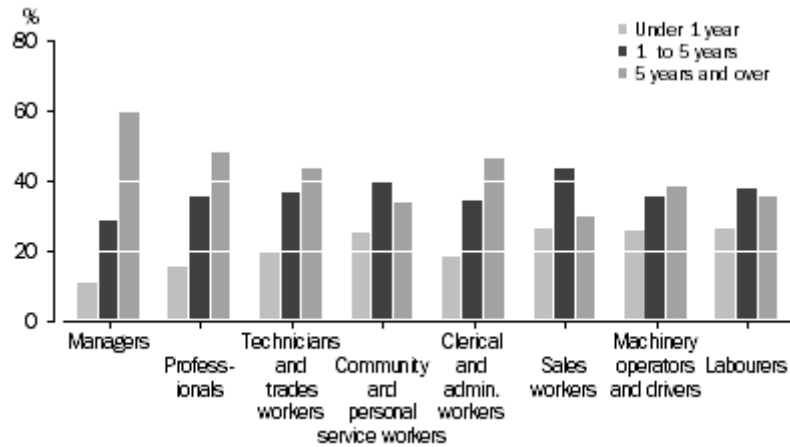
## PERSONS WORKING AT FEBRUARY 2012

There were 11.4 million persons aged 15 years and over who were working at February 2012. They comprised 10.2 million persons (89% of persons working at February 2012) who had not changed employer/business in the last 12 months and 1.2 million persons (11% of persons working at February 2012) who had changed their employer/business in the previous 12 months.

### Duration with employer/business

There were 2.3 million persons working at February 2012 who had been with their employer/business for less than 12 months, while 9.1 million persons had been working with the same employer/business for one year or more.

### Persons working at February 2012, Duration with employer/business - Occupation



Of those working at February 2012, the following occupation groups had the highest proportion of persons who had worked with their current employer for 5 years or more:

- Managers 60%;
- Professionals 49%; and
- Clerical and administrative workers 47%.

Persons working in these occupations were also least likely to have worked for their current employer/business for less than one year.

Proportionally more persons in the following occupation groups worked with their current employer for less than one year:

- Sales workers and Labourers (each 27%);
- Machinery operators and drivers 26%; and
- Community and personal service workers 25%.

There were 2.9 million persons who were working at February 2012 who had been with their current employer/business for 10 years or more. This represents 27% of males and 23% of females who were working at February 2012. Industry groups with the highest proportion of persons who had been with their current employer/business for 10 years or more were:

- Agriculture, forestry and fishing (54%);
- Education and training (35%);
- Public administration and safety (34%); and
- Manufacturing (30%).

### **Working at February 2012 and have been with current employer/business for less than 12 months**

An estimated 2.3 million persons working at February 2012 had been with their current employer/business for less than 12 months.

Characteristics for these persons include:

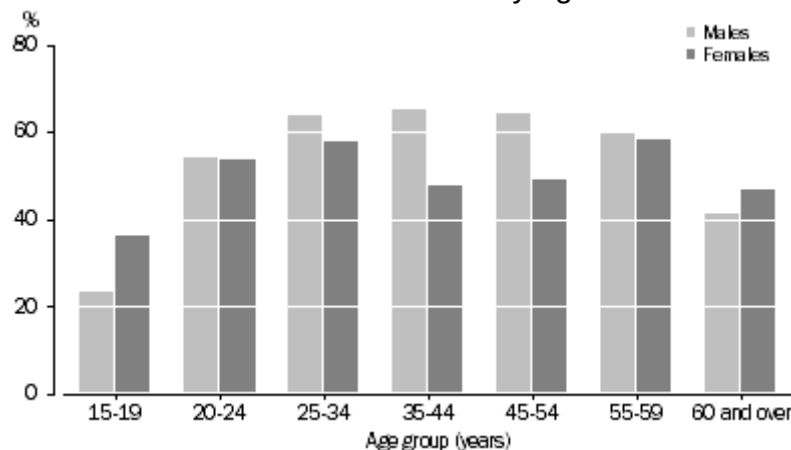
- 29% were aged 25-34 years;
- 53% were males;

- 17% were Professionals, 15% were Technicians and trades workers, and 14% were Clerical and administrative workers;
- 13% worked in the Retail trade industry and 11% worked in the Accommodation and food services industry;
- 42% usually worked 35-40 hours per week and 20% usually worked 1-19 hours per week; and
- 42% were without a non-school qualification, while a further 19% held a Bachelor degree.

Of the 2.3 million persons working at February 2012 who had been with current employer/business for less than 12 months, 1.2 million persons (56% of males and 44% of females) changed employer/business in the last 12 months. Of these persons:

- 57% had changed industry Division;
- 42% had changed Major occupation group; and
- 73% had changed usual hours worked.

**PERSONS WORKING AT FEBRUARY 2012 AND HAVE BEEN WITH EMPLOYER/BUSINESS FOR LESS THAN 12 MONTHS, Changed employer/business in the last 12 months-By age**



Of those who had been with their employer/business for less than 12 months, a higher proportion of males in each age group reported a change in employer/business than females, except for those aged 15-19 years (23% of males and 36% of females) and those aged 60 and over (41% of males, 47% of females).

For males working with their current employer/business at February 2012 for less than 12 months, the age groups where change in employer/business was most common were 35-44 years and 45-54 years (65% and 64% respectively). For females, the age groups where change in employer/business was most common were 55-59 years and 25-34 years (both 58%).

**Working at February 2012 and have been with their current employer/business for one year or more**

There were 9.1 million persons who were employed at February 2012 and had been with their current employer/business for one year or more. Characteristics for these persons include:

- 24% were aged 45-54 years;

- 55% were males;
- 23% were Professionals;
- 12% worked in the Health care and social assistance industry and 10% worked in the Retail trade industry;
- 23% usually worked 35-39 hours each week;
- 35% were without a non-school qualification;
- 21% held a Bachelor Degree; and
- 19% held a Certificate III/IV.

### **Employees<sup>1</sup> who had a change in work**

There were 7.3 million employees<sup>1</sup> working at February 2012, who had been with their current employer for one year or more (52% were males and 48% were females). Approximately one quarter (26%) of these persons had experienced some change in work in the last 12 months, with 3% changing Major occupation group, 13% changing their usual hours worked, and 17% being promoted and/or transferred.

The age groups with the highest proportion of employees who reported a change in work, were those aged 25-34 years (31% of males and 36% of females) followed by the 20-24 year age group (30% of males and 34% of females). The most common occupation group for employees reporting a change in work for both genders was Managers (31% for males and 36% for females). The occupation group with the lowest proportion of males who reported a change in work was Machinery operators and drivers (16%) compared to Labourers for females (19%).

### **Owner managers and contributing family workers who had a change in work**

There were 1.8 million owner managers and contributing family workers who were working at February 2012 and who had been working in their current business for one year or more. Of these, 260,600 persons (13% of males and 16% of females) had changed the hours they usually worked during the 12 months prior to February 2012.

### **Persons who ceased a job during the year**

Approximately 2.5 million persons (20% of those who worked at some time during the year) ceased a job during the same period. Over one third of these persons (37%), left their last job for involuntary reasons and the remaining 1.6 million persons (63%), left their last job voluntarily. The most common reasons, for persons who voluntarily left a job were:

- 20% (497,400) to obtain a better job or conditions or wanted a change, of whom 56% were males; and
- 14% (345,600) because of unsatisfactory work conditions, of whom 53% were females.

The most common reasons, for persons who involuntarily left a job were:

- 17% (422,900) because the job was temporary or seasonal; and
- 16% (389,600) were retrenched or their employer went out of business, of whom 62% were males.

## END NOTES

1. Excludes owner managers of incorporated enterprises (OMIEs) and contributing family workers.

## About this Release

Provides information about people aged 15 years and over who had worked at some time during the year ending February. Details of changes in jobs between employers/businesses for up to three jobs, and for those people, who have been with their employer/business for the last 12 months, the changes in their job including promotion, transfer, changes in occupation and usual hours worked. Estimates can be cross-classified by demographics such as state, sex, age, marital status and country of birth, as well as labour force characteristics.

## History of Changes

**This document was added or updated on 14/09/2012.**

**14/09/2012**

An error was detected in the media release for the Labour Mobility, Australia (cat. no. 6209.0), which was released on 4 September, 2012. The media release has been reviewed and the following is a summary of the change contained in this release:

- The headline has been updated to more accurately reflect the number of job leavers who were forced out of a job.

This revision will be reflected for all future products of the 2012 Labour Mobility Survey.

## Explanatory Notes

### Explanatory Notes

#### EXPLANATORY NOTES

#### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Labour Mobility Survey, conducted throughout Australia in February 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS



who fell within the scope of the supplementary survey were asked further questions.

**2** The publication Labour Force, Australia (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. LFS also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

## **CONCEPTS, SOURCES AND METHODS**

**3** The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

## **SCOPE**

**4** The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated population counts;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

**5** Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

**6** This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Indigenous communities in very remote parts of Australia.

## **COVERAGE**

**7** The estimates in this publication relate to persons covered by the survey in February 2012. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See Labour Force, Australia (cat. no. 6202.0) for more details.

## **SAMPLE SIZE**

**8** Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

**9** The initial sample for the February 2012 LFS consisted of 36,812 private dwelling households and special dwelling units. Of the 29,682 private dwelling households and

special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 28,117 or 94.7% fully responded to the Labour Mobility Survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope and coverage exclusions) was 32,119.

## **RELIABILITY OF THE ESTIMATES**

**10** Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

## **SEASONAL FACTORS**

**11** The estimates are based on information collected in the survey month (February) and, due to seasonal factors, may not be representative of other months of the year.

## **CLASSIFICATIONS USED**

**12** Country of birth data are classified according to the Standard Australian Classification of Countries (SACC), 2011 (cat. no. 1269.0).

**13** From 2006, occupation data are classified according to the ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0). This classification replaced ASCO - Australian Standard Classification of Occupations, Second Edition, 1997 (cat. no. 1220.0)

**14** Also from 2006, industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0) (cat. no. 1292.0). This classification replaced the Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (cat. no. 1292.0).

**15** Educational attainment data are classified according to Australian Standard Classification of Education (ASCED) (cat. no. 1272.0).

## **COMPARABILITY OF TIME SERIES**

**16** The Labour Force Survey estimates and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population

benchmarks after each five-yearly Census of Population and Housing (Census), however revisions were made to the population benchmarks from July 2011, including those used for the 2012 Labour Mobility Survey, to reflect revisions to ERP. For more details on population benchmarks, see the Explanatory Notes in Labour Force, Australia (cat. no. 6202.0), and for details about the revisions made see the article in the September 2011 issue of Labour Force, Australia (cat. no. 6202.0).

17 The scope of the Labour Mobility Survey was expanded in February 2006 to include all people aged 15 years and over.

18 In 2008, the introduction of ANZSCO First Edition and ANZSIC 2006 meant that data relating to change in occupation and industry are not comparable with previous years. Consequently, time series data for 'Whether changed occupation (last to current employer/business)' and 'Whether changed industry (last to current employer/business)' was removed from the 2008 Table 1 and Table 12. In previous issues Table 2 presented time series data for 'Duration with current employer/business'. This information is now presented in Table 1. Users need to exercise care when comparing these estimates with publications prior to February 2008.

19 From 2008, data item 23, 'Whether changed occupation group (with current employer for one year or more)' is derived and output based on change at Major and Minor occupation levels. In previous years, this was derived and output based on change at any level. The following table compares estimates for data items 23a and 23b with how data item 23 was derived in 2006.

**Employees (excluding OMIEs) who had been with their current employer for one year or more, Whether changed occupation group-comparison of 2008 and 2006 methods**

	2008 data item 23A Major level '000	2008 data item 23B Minor level '000	2008 using the 2006 method (any level) '000
Whether changed occupation group (with current employer for one year or more)			
Same occupation	6 174.8	6 102.7	5 990.1
Changed occupation	182.2	254.3	366.9
Total	6 357.1	6 357.1	6 357.1

20 In 2008 and previous years, other data items relating to change in occupation and change in industry are derived and output based on change in Major occupation group and change in industry Division.

## COMPARABILITY WITH MONTHLY LFS STATISTICS

21 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

## PREVIOUS SURVEYS

22 Similar surveys were conducted in November 1972, February 1975, February 1976 and

annually from February 1979 to February 1992. Since then it has been conducted biennially. Results were published in Labour Mobility, Australia (cat. no. 6209.0).

## **PREVIOUS REVISIONS TO HISTORICAL DATA**

**23** Historical estimates of the number and proportion of people who were mobile in the labour market for the periods 1990 to 1996 were revised in the 1998 publication. Previously published estimates for reference periods from 1990 to 1996 will still contain incorrectly derived data. If you require further information about these revisions, please contact the National Information and Referral Service on 1300 135 070 or the Labour Market Section on (02) 6252 7206.

## **NEXT SURVEY**

**24** The ABS plans to collect labour mobility data again in February 2014. See Information paper: Outcomes of the Labour Household Surveys Content Review, 2012 (cat. no. 6107.0) for more details.

## **ACKNOWLEDGEMENT**

**25** ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the **Census and Statistics Act 1905**.

## **PRODUCTS AND SERVICES**

### **Confidentialised Unit Record File (CURF)**

**26** It is expected that a CURF will be produced from the Labour Mobility Survey subject to approval by the Australian Statistician. The Basic CURF will be available on CD-ROM, via the ABS Remote Access Data Laboratory (RADL) and the ABS Data Laboratory (ABSDL). The Expanded CURF will only be accessible through the RADL and ABSDL. The CURF will be available in SAS, STATA and SPSS format. A full range of up-to-date information about the availability of ABS CURFs and about applying for access to these is available via the ABS web site (see Services - CURF Microdata). For enquiries regarding CURFs, contact ABS CURF Management Unit via email at [microdata.access@abs.gov.au](mailto:microdata.access@abs.gov.au) or telephone (02) 6252 7714.

## **RELATED PUBLICATIONS**

**27** Other ABS publications which may be of interest include:

- Australian Labour Market Statistics (cat. no. 6105.0);
- Labour Force, Australia (cat. no. 6202.0);
- Labour Force Experience, Australia (cat. no. 6206.0);
- Persons Not in the Labour Force, Australia (cat. no. 6220.0);
- Job Search Experience, Australia (cat. no. 6222.0); and
- Underemployed Workers, Australia (cat. no. 6265.0).

**28** Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

## Glossary

### GLOSSARY

#### **Born in Australia**

Includes persons born in Australia, Norfolk Island and Australian External Territories.

#### **Ceased a job voluntarily**

People who ceased a job voluntarily, because:

- of unsatisfactory work arrangements/pay/hours; or
- the job was seasonal, temporary or a holiday job and they left that job to return to studies; or
- they retired, started a new business, got a better job, left for family reasons.

#### **Ceased a job involuntarily**

People who ceased a job involuntarily, because:

- they were retrenched or their business closed down because of financial difficulties; or
- the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or
- they left their job because of their own ill health or injury.

#### **Change in employer/business**

People who were employed at February 2012 and, within the 12 months to February 2012, ceased working with one employer/business and started working with another employer/business in relation to their main job.

#### **Change in employment type**

Any change in employment type in relation to main job.

#### **Change in industry Division**

Any change between industry Divisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

#### **Change in industry Subdivision**

Any change between industry Subdivisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

### **Change in Major occupation group**

Any change between Major occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, Revision 1, 2009 (cat. no. 1220.0).

### **Change in Minor occupation group**

Any change between Minor occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, Revision 1, 2009 (cat. no. 1220.0).

### **Change in usual hours**

Any change in the number of usual hours worked in relation to main job.

### **Change in work**

Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2012 and reported that, in the 12 months to February 2012, they had:

- been promoted;
- transferred to a different position;
- changed usual hours worked; or
- changed occupation.

### **Contributing family workers**

People who work without pay, in an economic enterprise operated by a relative.

### **Current employer/business**

Refers to the employer/business which the person had in the week before the interview. Where the person had more than one employer/business, the employer/business for which most hours were usually worked, was regarded as the current employer/business.

### **Did not change employer/business**

For this publication, mainly refers to people who were employed at February 2012 for less than 12 months, and did not work with a different employer/business in the previous 12 months. People who were working at February 2012 for one year or more could also be considered to have not changed employer/business, but are not included in data items in this survey.

### **Different employment type**

See 'Change in employment type'.

### **Different industry**

See 'Change in industry'.

## **Different occupation**

See 'Change in occupation'.

## **Different usual hours worked**

See 'Change in usual hours'.

## **Duration of last job**

The period from the commencement of the last job up to the time the person ceased working in that job.

## **Duration with employer/business at February 2012**

The period between the commencement with the current employer/business and the week before the interview.

## **Employed**

People aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week; or
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
  - away from work as a standard work or shift arrangement; or
  - on strike or locked out; or
  - on workers' compensation and expected to return to their job; or
- were employers or own account workers who had a job, business or farm, but were not at work.

## **Employees**

People who:

- worked for a public or private employer; and
- received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, or for tips, piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

## **Employer/business at February 2012**

See 'Current employer/business'.

## **Employers**

People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.

### **Employment type**

Classifies employed people according to the following categories on the basis of their main job (that is, the job in which they usually worked the most hours):

- Employees (excluding owner managers of incorporated enterprises);
  - with paid leave entitlements;
  - without paid leave entitlements;
- Owner managers of incorporated enterprises;
- Owner managers of unincorporated enterprises;
- Contributing family workers.

### **Full-time workers in main job**

Employed people who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.

### **Industry**

An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

### **Last job**

The last job in which employment ceased during the reference period.

### **Level of highest educational attainment**

Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. See Appendix 1 for an explanation of how highest level is derived.

### **Level of highest non-school qualification**

Non-school qualifications are awarded for educational attainments other than those of pre-primary, primary or secondary education. They include qualifications at the Post Graduate Degree level, Master Degree level, Graduate Diploma and Graduate Certificate level, Bachelor Degree level, Advanced Diploma and Diploma level, and Certificates I, II, III and IV levels. Non-school qualifications may be attained concurrently with school qualifications.

### **Main English-speaking countries**

The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received,



significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.

### **Main job**

The job in which the most hours were usually worked.

### **Not employed**

People who were either 'unemployed' or 'not in the labour force' as defined.

### **Not in the labour force**

People who were not in the categories 'employed' or 'unemployed' as defined.

### **Not working at February 2012**

See 'Not Employed'.

### **Occupation**

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0).

### **Own account workers**

People who operated their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

### **Owner managers**

People who work in their own business, with or without employees, whether or not the business is an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.

### **Owner managers of incorporated enterprises (OMIEs)**

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (may also be known as a limited liability company). These people are classified as employees under 'status in employment'.

### **Owner managers of unincorporated enterprises (OMUEs)**

People who operated their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if it does not.

### **Part-time workers in main job**

Employed people who usually worked less than 35 hours a week (in their main job) and who did so during the reference week.

**Previous job**

See 'Last job'.

**Promoted**

A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded.

**Reference period**

The 52 weeks up to the end of the week prior to interview.

**Reference week**

The week preceding the week in which the interview was conducted.

**Retrenched**

People who ceased their last job because they were either:

- employees who were laid off, including no work available, made redundant, employer went out of business or dismissed; and
- self employed people whose business closed down for economic reasons, including 'went broke', liquidated, no work, or no supply or demand.

**Status in employment**

Employed people classified by whether they were employees, employers, own account workers, or contributing family workers.

**Transferred**

A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

**Unemployed**

People aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or
- were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.

**Usual hours worked**

The number of hours usually worked.

## **With paid leave entitlements**

The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.

## **Without paid leave entitlements**

Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid sick leave and paid holiday leave in their current job.

## **Worked at some time during the year ending February 2012**

For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. People who were either currently employed, or reported having worked for an employer or in their own business at some time in the previous year, were defined as having worked at some time during the year ending February 2012.

## **Working at February 2011**

For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. Therefore, people who reported that they had a job or business one year ago were defined as working at February 2011.

## **Working at February 2012**

See 'Employed'.

# **Abbreviations**

## **ABBREVIATIONS**

'000	thousand
ABS	Australian Bureau of Statistics
ABSDL	Australian Bureau of Statistics Data Laboratory
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
CURF	confidentialised unit record file
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RADL	Remote Access Data Laboratory
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

# Classification of education (Appendix)

## APPENDIX 1 CLASSIFICATION OF EDUCATION

### CLASSIFICATION OF EDUCATION

In 2001, the ABS Classification of Qualifications (ABSCQ) (cat. no. 1262.0) was replaced by the Australian Standard Classification of Education (ASCED) (cat. no.1272.0). The ASCED is a national standard classification which can be applied to all sectors of the Australian education system including schools, vocational education and training and higher education. ASCED replaces a number of classifications previously used in administrative and statistical systems, including the ABSCQ. The ASCED comprises two classifications: Level of Education and Field of Education.

Level of Highest Educational Attainment can be derived from information on Highest Year of School Completed and Level of Highest Non-school Qualification. The derivation process determines which of the 'non-school' or 'school' attainments will be regarded as the highest. Usually the higher ranking attainment will be self-evident, but in some cases some Secondary Education is regarded, for the purposes of obtaining a single measure, as higher than some Certificate level attainments.

The following decision table is used to determine which of the responses to questions on Highest Year of School Completed (coded to ASCED Broad Level 6) and Level of Highest Non-school Qualification (coded to ASCED Broad Level 5) will be regarded as the highest. It is emphasised that this table was designed for the purpose of obtaining a single value for the output variable Level of Highest Educational Attainment and is not intended to convey any other order.

Decision Table: Level of Highest Educational Attainment							
ASCED LEVEL OF EDUCATION CODES	Certificate n.f.d. (500)	Certificate III or IV n.f.d. (510)	Certificate IV (511)	Certificate III (514)	Certificate I or II n.f.d. (520)	Certificate II (521)	Certificate I (524)
Secondary Education n.f.d. (600)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Senior Secondary Education n.f.d. (610)	Senior Secondary n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Senior Secondary n.f.d.	Senior Secondary n.f.d.	Senior Secondary n.f.d.
Year 12 (611)	Year 12	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 12	Year 12	Year 12
Year 11 (613)	Year 11	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 11	Year 11	Year 11
Junior Secondary Education n.f.d. (620)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 10 (621)	Year 10	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 10	Certificate II	Year 10
Year 9 (622)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 8 (623)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 7 (624)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I

The decision table is used to rank the information provided in a survey about the qualifications and attainments of a single individual. It does not represent any basis for comparison between differing qualifications. For example, a person whose Highest Year of School Completed was Year 12, and whose Level of Highest Non-school Qualification was a Certificate III, would have those responses crosschecked on the decision table and would as a result have their Level of Highest Educational Attainment output as Certificate III. However, if the same person answered 'Certificate' to the highest non-school qualification question, without offering any further detail, it would be crosschecked against Year 12 on the decision table as 'Certificate not further defined'. The output would then be 'Year 12'. The decision table, therefore, does not necessarily imply that one qualification is 'higher' than the other.

## **Populations and data items list (Appendix)**

### **APPENDIX 2 POPULATIONS AND DATA ITEMS LIST**

#### **DATA AVAILABLE ON REQUEST**

The ABS has a range of data available on request from the Labour Mobility Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

For more information about ABS data available on request, contact Client Services Section in Canberra on (02) 6252 7400, or via email <[information.consultancy@abs.gov.au](mailto:information.consultancy@abs.gov.au)>.

#### **Population 1:**

Persons who worked at some time during the year ending February 2012

#### **Population 2:**

Persons who were working at February 2012

#### **Population 3:**

Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more

#### **Population 4:**

Persons who ceased a job during the year ending February 2012

**Population 5:**

Persons who ceased a job during the year ending February 2012 and were working at February 2012

**Population 6:**

Persons who were working at February 2011

**Population 7:**

Persons who were working at February 2011 and at February 2012

**Population 8:**

Persons who had worked with their employer/business at February 2012 for one year or more

**Population 9:**

Employees (excluding owner managers of incorporated enterprises) at February 2012 with paid leave entitlements

**Population 10:**

Employees (excluding owner managers of incorporated enterprises) at February 2012 without paid leave entitlements

Data Items		Populations
1	State or territory of usual residence	All
	New South Wales	
	Victoria	
	Queensland	
	South Australia	
	Western Australia	
	Tasmania	
	Northern Territory	
	Australian Capital Territory	
2	Area of usual residence	All
	State capital city	
	Balance of state/territory	
3	Region of usual residence	All
	Standard labour force dissemination regions	
4	Sex	All
	Males	
	Females	
5	Marital status	All
	Married	
	Not married	
6	Relationship in household	All
	Family member	
	Husband, wife or partner	

	With dependants	
	Without dependants	
	Lone parent	
	With dependants	
	Without dependants	
	Dependent student	
	Non-dependent child	
	Other family person	
	Non-family member	
	Lone person	
	Not living alone	
	Relationship not determined	
7A	Country of birth and period of arrival	All
	Born in Australia	
	Born overseas	
	Arrived before 1971	
	Arrived 1971-1980	
	Arrived 1981-1990	
	Arrived 1991-2000	
	Arrived 2001-2010	
	Arrived 2011 to survey date	
7B	Country of birth (1)	All
	Born in Australia	
	Born overseas	
	Born in main English-speaking countries	
	Born in other than main English-speaking countries	
7C	Country of birth (2)	All
	Born in Australia	
	Born overseas	
	Oceania and Antarctica	
	North-West Europe	
	Southern and Eastern Europe	
	North Africa and the Middle East	
	South-East Asia	
	North-East Asia	
	Southern and Central Asia	
	Americas	
	Sub-Saharan Africa	
8	Age group (years)	All
	15-19	
	20-24	
	25-34	
	35-44	
	45-54	
	55-59	
	60-64	
	65 and over	
	Note: Age collected in single years.	
9	Level of highest educational attainment	All
	Postgraduate Degree	
	Graduate Diploma/Graduate Certificate	
	Bachelor Degree	
	Advanced Diploma/Diploma	
	Certificate III/IV	
	Certificate I/II	
	Certificate not further defined	
	Year 12	
	Year 11	
	Year 10 or below	
	Level not determined	
	No educational attainment	
10A	Level of highest non-school qualification	All
	With a non-school qualification	
	Postgraduate Degree	

	Graduate Diploma/Graduate Certificate	
	Bachelor Degree	
	Advanced Diploma/Diploma	
	Certificate III/IV	
	Certificate I/II	
	Certificate not further defined	
	Level not determined	
	Without a non-school qualification	
10B	Highest year of school completed	All
	Year 12	
	Year 11	
	Year 10	
	Year 9	
	Year 8 or below	
	Never attended school	
10C	Highest non-school qualification and whether qualification obtained overseas or within Australia	All
	Born in Australia	
	Born overseas	
	With a non-school qualification	
	Qualification obtained overseas	
	Qualification obtained in Australia	
	Without a non-school qualification	
11	Labour force status at February 2012	All
	Employed	
	Unemployed	
	Not in the labour force	
12	Number of employers or businesses in the last 12 months	All
	None	
	One	
	Two	
	Three	
	Four or more	
13	Change in work	3,8
	Same employer for one year or more	
	Employees (excluding OMIEs) with some change in work	
	Employees (excluding OMIEs) with no change in work	
	Owner managers and contributing family workers	
14	Whether changed employer/business in the last 12 months	4,5
	Changed employer/business in the last 12 months	
	Did not change employer/business in the last 12 months	
	Currently not employed	
15	Whether working at February 2012	All
	Working	
	Not working	
16	Status in employment at February 2012	2,5,7,8
	Employees	
	Employers	
	Own account workers	
	Contributing family workers	
17	Full-time or part-time status at February 2012	2,3,5,7-10
	Full-time workers	
	Part-time workers	
18	Usual weekly hours worked at February 2012	2,3,5,7-10
	1-19	
	20-29	



	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	
	Note: Collected in single hours.	
19	Employment type at February 2012	2,3,5,7-10
	Employees (excluding OMIEs)	
	With paid leave entitlements	
	Without paid leave entitlements	
	Owner managers of incorporated enterprises	
	Owner managers of unincorporated enterprises	
	Contributing family workers	
20A	Duration with employer/business at February 2012 (1)	2,3,5,7-10
	Under 12 months	
	Under 3 months	
	3 and under 6 months	
	6 and under 12 months	
	One year or more	
	1 and under 2 years	
	2 and under 3 years	
	3 and under 5 years	
	5 and under 10 years	
	10 and under 20 years	
	20 years and over	
20B	Duration with employer/business at February 2012 (2)	2,3,5,7-10
	Less than 12 months with current employer/business	
	One year or more with current employer/business	
21	Occupation at February 2012	2,3,5,7-10
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
22	Industry at February 2012	2,3,5,7-10
	Agriculture, forestry and fishing	
	Mining	
	Manufacturing	
	Electricity, gas, water and waste services	
	Construction	
	Wholesale trade	
	Retail trade	
	Accommodation and food services	
	Transport, postal and warehousing	
	Information media and telecommunications	
	Financial and insurance services	
	Rental, hiring and real estate services	
	Professional, scientific and technical services	
	Administrative and support services	
	Public administration and safety	
	Education and training	
	Health care and social assistance	
	Arts and recreation services	
	Other services	
23A	Whether changed Major occupation group (with current employer for one year or more)	
	Same occupation	
	Changed occupation	

23B	Whether changed Minor occupation group (with current employer for one year or more)	3
	Same occupation	
	Changed occupation	
24	Previous occupation with current employer/business	3
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
	Whether changed usual hours worked with current employer/business in the last 12 months -	3
25A	Employees (excluding OMIEs)	
	Same usual hours worked	
	Changed usual hours worked	
	Changed hours still full-time	
	Changed hours still part-time	
	Full-time to part-time	
	Part-time to full-time	
	Did not know or usual hours worked varied	
	Whether changed usual hours worked with current employer/business in the last 12 months -	8
25B	Owner managers and contributing family workers	
	Same usual hours worked	
	Changed usual hours worked	
	Changed hours still full-time	
	Changed hours still part-time	
	Full-time to part-time	
	Part-time to full-time	
	Did not know or usual hours worked varied	
	Not applicable (Employees excluding OMIEs)	
26	Previous usual weekly hours worked with current employer/business	3,8
	1-19	
	20-29	
	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	
	Note: Collected in single hours.	
27	Whether entitled to paid sick leave at February 2012	3,9,10
	Entitled to paid sick leave	
	Not entitled to paid sick leave	
	Did not know	
28	Whether entitled to paid holiday leave at February 2012	3,9,10
	Entitled to paid holiday leave	
	Not entitled to paid holiday leave	
	Did not know	
29	Whether had paid leave entitlements at February 2012	3,9,10
	Had paid leave entitlements	
	Did not have paid leave entitlements	
30	Whether promoted with current employer in the last 12 months	3
	Promoted	
	Not promoted	
31	Whether transferred with current employer in the last 12 months	3
	Transferred	

	Not transferred	
32	Whether promoted and/or transferred with current employer in the last 12 months	3
	Promoted and/or transferred	
	Promoted only	
	Transferred only	
	Promoted and transferred	
	Not promoted or transferred	
33	Reason for ceasing last job	4,5
	Lost a job	
	Retrenched, made redundant, employer went out of business, dismissed, no work was available	
	Job was temporary or seasonal	
	Own ill health or injury	
	Left a job	
	Unsatisfactory work conditions	
	Holiday job, returned to studies	
	To obtain better job or conditions	
	Retired	
	Family reasons	
	New business or other reasons	
	Business closed or sold for other reasons	
34	Usual weekly hours worked in last job	4,5
	1-19	
	20-29	
	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	
	Note: Collected in single hours.	
35	Employment type in last job	4,5
	Employees (excluding OMIEs)	
	With paid leave entitlements	
	Without paid leave entitlements	
	Owner managers of incorporated enterprises	
	Owner managers of unincorporated enterprises	
	Contributing family workers	
36	Duration of last job	4,5
	Under 12 months	
	Under 3 months	
	3 and under 6 months	
	6 and under 12 months	
	1 and under 2 years	
	2 and under 3 years	
	3 and under 5 years	
	5 and under 10 years	
	10 and under 20 years	
	20 years and over	
37	When began last job	4,5
	Began last job more than one year ago	
	Began and ceased a job in the last 12 months	
38A	Whether changed Major occupation group (last to current employer/business)	5
	Same occupation	
	Changed occupation	
38B	Whether changed Minor occupation group (last to current employer/business)	5
	Same occupation	
	Changed occupation	
39A	Whether changed industry Division (last to current employer/business)	5
	Same industry	

	Changed industry	
39B	Whether changed industry Subdivision (last to current employer/business)	5
	Same industry	
	Changed industry	
40	Whether changed employment type (last to current employer/business)	5
	Same employment type	
	Changed employment type	
41	Whether changed usual hours worked (last to current employer/business)	5
	Same usual hours worked	
	Changed usual hours worked	
42	Occupation of last job	4,5
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
43	Industry of last job	4,5
	Agriculture, forestry and fishing	
	Mining	
	Manufacturing	
	Electricity, gas, water and waste services	
	Construction	
	Wholesale trade	
	Retail trade	
	Accommodation and food services	
	Transport, postal and warehousing	
	Information media and telecommunications	
	Financial and insurance services	
	Rental, hiring and real estate services	
	Professional, scientific and technical services	
	Administrative and support services	
	Public administration and safety	
	Education and training	
	Health care and social assistance	
	Arts and recreation services	
	Other services	
44	Whether entitled to paid sick leave in last job	4,5
	Entitled to paid sick leave	
	Not entitled to paid sick leave	
	Did not know	
45	Whether entitled to paid holiday leave in last job	4,5
	Entitled to paid holiday leave	
	Not entitled to paid holiday leave	
	Did not know	
46	Whether had paid leave entitlements in last job	4,5
	Had paid leave entitlements	
	Did not have paid leave entitlements	
47	Whether working at February 2011	All
	Working	
	Not working	
48	Usual weekly hours worked at February 2011	3,6-8
	1-19	
	20-29	
	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	

Note: Collected in single hours.

49	Employment type at February 2011	3,6-8
	Employees (excluding OMIEs)	
	With paid leave entitlements	
	Without paid leave entitlements	
	Owner managers of incorporated enterprises	
	Owner managers of unincorporated enterprises	
	Contributing family workers	
50A	Whether changed Major occupation group (February 2011 and February 2012)	3,7,8
	Same occupation	
	Different occupation	
50B	Whether changed Minor occupation group (February 2011 and February 2012)	3,7,8
	Same occupation	
	Different occupation	
51A	Whether changed industry Division (February 2011 and February 2012)	3,7,8
	Same industry	
	Different industry	
51B	Whether changed industry Subdivision (February 2011 and February 2012)	3,7,8
	Same industry	
	Different industry	
52	Whether changed employment type (February 2011 and February 2012)	3,7,8
	Same employment type	
	Different employment type	
53	Whether changed usual hours worked (February 2011 and February 2012)	3,7,8
	Same usual hours worked	
	Different usual hours worked	
	Currently not employed	
54	Occupation at February 2011	3,6-8
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
55	Industry at February 2011	3,6-8
	Agriculture, forestry and fishing	
	Mining	
	Manufacturing	
	Electricity, gas, water and waste services	
	Construction	
	Wholesale trade	
	Retail trade	
	Accommodation and food services	
	Transport, postal and warehousing	
	Information media and telecommunications	
	Financial and insurance services	
	Rental, hiring and real estate services	
	Professional, scientific and technical services	
	Administrative and support services	
	Public administration and safety	
	Education and training	
	Health care and social assistance	
	Arts and recreation services	
	Other services	
56	Whether entitled to paid sick leave at February 2011	3,6-8
	Entitled to paid sick leave	
	Not entitled to paid sick leave	
	Did not know	

57	Whether entitled to paid holiday leave at February 2011	3,6-8
	Entitled to paid holiday leave	
	Not entitled to paid holiday leave	
	Did not know	
58	Whether had paid leave entitlements at February 2011	3,6-8
	With paid leave entitlements	
	Without have paid leave entitlements	

## Supplementary surveys (Appendix)

### APPENDIX 3 SUPPLEMENTARY SURVEYS

#### SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on particular aspects of the labour force. The following is an historical list of labour surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	cat. no.	Frequency	Latest issue
<b>Monthly Population Supplementary Surveys</b>			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Childhood Education and Care, Australia	4402.0	Irregular	June 2011
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2011
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2011
Forms of Employment, Australia	6359.0	Annual	November 2011
Job Search Experience, Australia	6222.0	Annual	July 2011
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2012
Locations of Work	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2011
Underemployed Workers, Australia	6265.0	Annual	September 2011
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2009
<b>Multi-Purpose Household Surveys</b>			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010-2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010-2011
Work-Related Injuries, Australia	6324.0	Irregular	2009-2010

(a) This product replaces the publication Labour Force Status and Other Characteristics of Recent Migrants, Australia (cat. no. 6250.0).

(b) Latest data available on request July 2001.

(c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

## Quality Declaration - Summary

## **QUALITY DECLARATION - SUMMARY**

### **INSTITUTIONAL ENVIRONMENT**

For information on the institutional environment of the ABS, including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

### **RELEVANCE**

The Labour Mobility Survey provides detailed information about people aged 15 years and over who, in the 12 months to February of the reference year, had a change in employer/business or had some change in work. While the scope of the survey includes people over the age of 15 years who were working at some time in the 12 months to February 2012, much of the data focuses on people who were working at February 2012.

The survey is the only source of data on labour force mobility over a twelve month period and (in conjunction with the Labour Force Experience Survey) is a major source of data for analysing the dynamic nature of the labour force.

Information is collected on whether a person has had a change in employer/business or a change in work in the past 12 months. The types of change collected include change in Major occupation, in industry Division, in employment type or in usual hours worked and whether promoted and/or transferred. Other data collected includes reasons for ceasing last job, whether had paid leave entitlements and demographic characteristics.

### **TIMELINESS**

The Labour Mobility Survey is conducted biennially during February as a supplement to the monthly Labour Force Survey. Results from this survey are released in the publication, Labour Mobility, Australia (cat. no. 6209.0).

### **ACCURACY**

Estimates from the Labour Mobility Survey are subject to sampling and non-sampling errors. Relative standard error (RSE) is a measure of the size of the sampling error affecting an estimate, i.e. the error introduced by basing estimates on a sample of the population rather than the full population. Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data.

The Labour Mobility Survey was designed primarily to provide estimates at the Australia level. Broad estimates are available for state and capital city/balance, though users should exercise caution when using estimates at this level because of the presence of high sampling errors. RSEs for all estimates in the publication are available in the Technical Note.

In 2008 only, the RSEs for the estimates were published in 'direct' form and were released in spreadsheet format as an attachment to Labour Mobility, Australia (cat. no. 6209.0).

### **COHERENCE**

The survey is the only source of data on labour force mobility over a twelve month period and (in conjunction with the Labour Force Experience survey) is a major source of data for analysing the dynamic nature of the labour force.

The conceptual framework used for this survey is described in Chapter 21.7 of Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001). The statistics in this survey are comparable with other labour statistics produced by the ABS.

The ABS conducted the first Labour Mobility Survey in November 1972. Since February 1992 the survey has been conducted biennially.

Key changes made to Labour Mobility Survey include:

- revision of population benchmarks
- changes in the scope of the survey
- revisions made in 2006 and 2008
- new occupation and industry classifications implemented in 2008.

For more information on changes to the survey see Chapter 21.7 of Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001) or the Explanatory Notes of the publication, Labour Mobility, Australia (cat. no. 6220.0).

## **INTERPRETABILITY**

The Labour Mobility publication contains tables with footnoted data and a Summary of Findings to aid interpretation of the results of the survey. Detailed Explanatory Notes, a Technical Note and a Glossary are also included providing information on the terminology, classifications and other technical aspects associated with these statistics.

Further commentary is often available through articles and data published in other ABS products, including:

- Australian Social Trends (cat. no. 4102.0) - refer to the Article Archive for past articles; and
- Year Book, Australia (cat. no. 1301.0) - refer to the Labour Chapter.

## **ACCESSIBILITY**

The main product from the survey is a PDF publication, Labour Mobility, Australia (cat. no. 6209.0), released electronically via the ABS website. Additional data may be available on request. For a list of data items available see Appendix 2 of the publication. Note that detailed data can be subject to high relative standard errors, and in some cases, may result in data being confidentialised.

A Basic Confidentialised Unit Record File (CURF) was released for the 2006 Labour Mobility Survey. From 2008, both a Basic and Expanded CURF will be available for Labour Mobility Survey. See Labour Force Survey and Labour Mobility, Australia: Basic and Expanded Confidentialised Unit Record Files, Technical Manual (cat. no. 6202.0.30.005) for more information.

For further information about these or related statistics, contact the National Information and Referral Centre on 1300 135 070 or the Labour Market Section in Canberra on (02) 6252 7206.



## Quality Declaration - Relevance

### Changed employer/business

People who were employed at February 2012 and, within the 12 months to February 2012, ceased working with one employer/business and started working with another employer/business in relation to their main job.

### Change in work

Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2012 and, in the 12 months to February 2012, had:

- been promoted;
- transferred to a different position;
- changed usual hours worked; or
- changed occupation.

### Change in Major occupation group

Any change between Major occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, 2006 (cat. no. 1220.0).

### Change in industry Division

Any change between industry Divisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition, 2006 (cat. no. 1292.0).

### Change in employment type

Any change in employment type in relation to main job.

### Promotion

A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded.

### Transfer

A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

## Quality Declaration - Accuracy

### Use of directly calculated RSEs

The 2008 edition of Labour Mobility Survey published RSEs in 'direct' form, that is estimates were calculated for each separate estimate and published individually using the Jackknife method of variance estimation.

For all other editions of the Labour Mobility Survey including the current edition, a statistical model has been produced which relates the size of estimates to their corresponding RSEs, and this information is displayed via a 'standard errors of estimates' table.

## Quality Declaration - Coherence

Key changes made to Labour Mobility Survey include:

### Revision of population benchmarks

Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing (Census). Estimates from the 2010 Labour Mobility Survey are based on the population benchmarks that take into account results from the 2006 Census, first published in the February 2009 issue of Labour Force, Australia (cat. no. 6202.0). Labour supplementary surveys conducted from July 2010 will include revised populations benchmarks that incorporate revised Net Overseas Migration estimates, published in the September 2008 and September 2009 issues of Australian Demographic Statistics (cat. no. 3101.0) For details on pop benchmarks, see Labour Force, Australia (cat. no. 6202.0)

### Changes in the scope of the survey

The scope of surveys run prior to February 1990 included persons aged 15 years and over. From February 1990 to February 2005 the survey scope excluded all persons aged 70 years and over. The scope was expanded to 15 years and over again in February 2006. Direct comparisons should only be made where the populations are the same.

### Revisions made in 2006 and 2008

New data items were introduced from the 2006 survey to provide information on people who had worked with their current employer/business for one year or more, and had changes in the work undertaken with their current employer/business in the last 12 months. These data items included 'Whether promoted or transferred', 'Whether changed usual hours worked' and 'Whether changed occupation'.

Prior to 2006, changes in locality were included as a job change. From 2006, data items that referred to locality, were no longer collected.

From 2008, occupation data are classified according to the ANZSCO—Australian and New Zealand Standard Classification of Occupations First Edition, 2006 (cat. no. 1220.0). The new classification replaces ASCO—Australian Standard Classification of Occupations Second Edition, 1997 (cat. no. 1220.0). Data classified according to ASCO can be obtained on request.

From 2008, industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0). The new classification replaces Australian and New Zealand Standard Industrial Classification

(ANZSIC), 1993 (cat. no. 1292.0). Data classified according to ANZSIC 1993 can be obtained on request.

The introduction of ANZSCO First Edition and ANZSIC 2006 from 2008 have made data relating to change in occupation and industry not comparable with previous years. Consequently, presentation of time series data for 'Whether changed occupation (last to current employer/business)' and 'Whether changed industry (last to current employer/business)' changed in the 2008 publication.

In 2008, amendments were made to 'Whether changed occupation' and 'Whether changed industry' data items to output changes in Major and Minor occupation groups and changes in industry Division or Subdivision.

As a result of these changes, users need to exercise care when comparing the estimates between releases. For further information on these revisions please see the [Explanatory Notes](#) of the relevant Labour Mobility, Australia (cat. no. 6209.0) publication.

## Data quality (Technical Note)

### TECHNICAL NOTE DATA QUALITY

#### INTRODUCTION

**1** Estimates in this publication are based on information obtained from occupants of a sample of dwellings, and are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

**2** Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

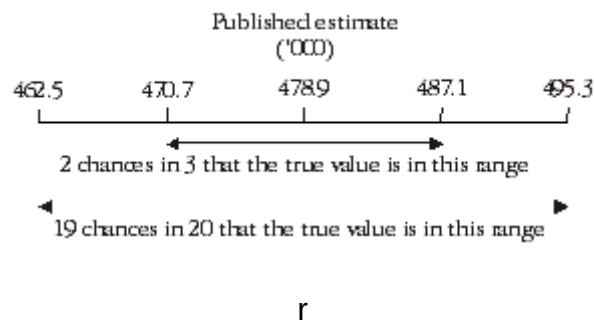
#### CALCULATION OF STANDARD ERROR

**3** An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 10 shows that 478,900 people involuntarily ceased a job during the year and their duration in that job was less than 12 months. Since this estimate is between 300,000 and 500,000, table T1 shows that the SE for Australia will lie between 6,650 and 8,350 and

can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left( \left( \frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 6,650 + \left( \left( \frac{478,900 - 300,000}{500,000 - 300,000} \right) \times (8,350 - 6,650) \right) \\
 &= 8,200 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

4 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 470,700 to 487,100 and about 19 chances in 20 that the value will fall within the range 462,500 to 495,300. This example is illustrated in the following diagram.



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.\*3.2) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.\*\*0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of less than 25%.

## PROPORTIONS AND PERCENTAGES

6 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

7 Considering the previous example from table 10, of the 478,900 people who ceased a job involuntarily during the year ending February 2012, and their duration of last job was less than 12 months, 274,200 or 57.3% gave their reason as 'Job was temporary or seasonal'. The SE of 274,200 may be calculated by interpolation as 6,400. To convert this to an RSE we express the SE as a percentage of the estimate, or 6,400/274,200 = 2.3%. The SE for 478,900 was calculated previously as 8,200, which converted to an RSE 8,200/478,900=1.7%. Applying the above formula, the RSE of the proportion is:

$$RSE = \sqrt{(2.3)^2 + (1.7)^2} = 1.5\%$$

**8** Therefore, the SE for the proportion of people who reported their reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months is 0.9 percentage points  $(=(57.3/100) \times 1.5)$ . Therefore, there are about two chances in three that the proportion of people who reported their reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months or more was between 56.4% and 58.2% and 19 chances in 20 that the proportion is within the range 55.5% to 59.1%.

## DIFFERENCES

**9** Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

**10** While this formula will only be exact for differences between separate and uncorrelated characteristics or sub populations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

## STANDARD ERRORS

### T1 STANDARD ERRORS OF ESTIMATES

Size of Estimate (persons)	NSW no.	Vic. no.	Qld. no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	AUST.	
									SE no.	RSE %
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	190	270	380	76.0
700	660	620	580	390	480	270	220	300	480	68.6
1,000	760	710	680	450	550	310	260	330	610	61.0
1,500	900	830	810	530	640	360	300	360	780	52.0
2,000	1 010	930	910	590	710	390	330	390	920	46.0
2,500	1 100	1 000	1 000	650	800	400	350	400	1 050	42.0
3,000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3,500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4,000	1 300	1 200	1 200	750	900	500	400	450	1 350	33.8
5,000	1 450	1 300	1 250	800	1 000	500	450	500	1 500	30.0
7,000	1 650	1 500	1 450	900	1 150	600	550	600	1 700	24.3
10,000	1 850	1 700	1 600	1 050	1 300	700	700	700	2 000	20.0
15,000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20,000	2 400	2 200	1 950	1 350	1 650	1 000	1 250	1 000	2 550	12.8
30,000	2 800	2 550	2 250	1 550	1 900	1 250	1 750	1 250	2 900	9.7
40,000	3 100	2 800	2 500	1 800	2 100	1 500	2 200	1 500	3 150	7.9
50,000	3 350	3 050	2 750	2 000	2 300	1 700	2 600	1 650	3 400	6.8
100,000	4 250	4 000	3 750	3 000	3 400	2 400	4 550	2 250	4 300	4.3
150,000	5 000	4 850	4 600	3 850	4 450	2 850	6 200	2 500	5 000	3.3
200,000	5 750	5 650	5 400	4 550	5 350	3 200	7 800	2 650	5 600	2.8
300,000	7 250	7 250	6 850	5 550	6 750	3 700	10 600	2 800	6 650	2.2
500,000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1,000,000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2,000,000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5,000,000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6

10,000,000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4
15,000,000	..	..	..	..	..	..	..	..	42 850	0.3

.. not applicable

## T2 levels at which estimates have relative standard errors of 25% and 50%(a)

	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	Aust. no.
Relative Standard Error (RSE) of 25%	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400	6 800
Relative Standard Error (RSE) of 50%	2 000	1 800	1 700	800	1 200	500	300	600	1 600

(a) Refers to the number of people contributing to the estimate.

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